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Appointments Gender Parity Report JUNE 1998

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*Presented by
The San Francisco Commission on
the Status of Women
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The information contained herein is based on available information from the various committees and commissions listed, as of June 30 1998. The Commission on the Status of Women made every effort to have thorough an up to date information. If you have question regarding a specific Commission or Committee please feel free to contact them directly.

The San Francisco Commission on the Status of Women

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Summer Intern '98, Pomona College

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Executive Summary

The Commission on the Status of Women presented the first comprehensive Gender Parity report to the Mayor's Office in December of 1997 and to the Board of Supervisors in May 1998, on their respective appointments to leadership positions in the City & County of San Francisco. This report is the compilation of the two and represents final updates up to the end of the fiscal year (June 1998). Additionally, this report includes a salary analysis of department heads.

The 1990 Census, reveals that San Francisco is comprised of 50% females and 50% males, which in the ideal world, these percentages would be reflected in every aspect of City leadership. Remarkably, the gender composition of appointed City and County positions in San Francisco closely compliments the 1990 census data, and in some instances exceed this standard in female representation. 42% of Mayor Brown's appointees to boards/commissions are female and 58% are male. For the Board of Supervisors' appointments, women occupy 54% of their appointments and men occupy 46%.

Mayor Brown has demonstrated notable leadership in appointing women to top-level executive positions throughout the City and within his immediate staff. Of the 22 Mayor's Office staff positions 15 are held by women, amounting to a leadership and decision making staff 68% strong in female representation.

The Commission is most concerned with the leadership bodies whose leadership positions are primarily male as well as those overly represented by women, which tend to fall into traditional female roles of caretaking. Females predominately lead those bodies that fall under the area of caretaking almost to the exclusion of males. These commissions tend to be less economically viable, which yields women less financial influence within the City and County of San Francisco. The Commission on the Status of Women does not to dismiss the vital work these bodies undertake, yet, it is important that the appointing bodies recognize that female interests and concerns extend beyond "care taking" type issues.

Furthermore, the most distinct leadership variables are amongst the gender composition of City department heads and their respective salaries. There are 58 City and County of San Francisco departments. The Mayor appoints 52 department heads and 6 are elected by the public. The data reveals a clear disparity; there are 16 (27%) female department heads and 43 (73%) males in a labor force comprised of 46% women and 54% men. As it pertains to salaries of appointed men, on the average, make approximately 21K more than women who are appointed. On the other hand, elected women tend to be more at parity with men. In fact, they make slightly more, on the average 2K more.

The number of civic leadership opportunities, which are currently held by women, is encouraging. However, the number of women represented in all City departments should remain consistent with census and labor force data. These commitments to consistency

will ultimately foster increased representation of women beyond the departments in which they currently have visibility.

Caryl Ito, Chair
Commission on the Status of Women

P.S. As of the date of the submittal of this report, Commissioner Caryl Ito has left the appointment to COSW to serve the City as Commissioner of the Airport Commission. Commissioner Ito is a historical appointment, in that this is the first time two women will serve on this commission at the same time.

INTRODUCTION

The Commission on the Status of Women presents the following gender parity information to the Mayor and the Board of Supervisors on their respective appointments to leadership positions in the City and County of San Francisco as of June 30, 1998. This report is in adherence to the Commission's legal mandate to give advice and analysis to City officials as articulated by the San Francisco Administrative Code Article 33.4 (I):

Advise the Civil Service Commission on the form of the annual census of City and County employees and members of boards and commissions regarding sex, race and salary level, job classification and other statistical data and develop an analysis of the data in regard to the areas of concern to the Commission.

Additionally, the San Francisco Charter Section 4.101 (1) provides for diversity in the composition of each appointive board, commission or advisory body. Each body shall:

Be broadly representative of the communities of interest, neighborhood, and the diversity in ethnicity, race, age and sexual orientation of the City and County and have representation of both sexes...

HISTORICAL OVERVIEW

The Commission has a long history of concern in this area. Our mission statement includes:

. . . fostering the socioeconomic, political and educational advancement of women and girls throughout San Francisco; and assist City and County government in developing and implementing policies, legislation and programs addressing the needs of all women and girls. This process starts with ensuring women and girls are included as top leaders of Commissions and departments to reflect women's role in the labor market.

On October 21, 1995, the San Francisco Commission on the Status of Women convened a conference of 150 San Francisco women leaders for the first *Women's Economic Agenda Summit* with the idea of creating an agenda for women in San Francisco. The audience included a diverse group of women who either work or live in San Francisco and who are concerned about issues affecting women. Key points of the Agenda included appointing women to decision making positions and developing a central talent bank of resumes. These key points in specific areas all reflected the same:

Employment Development

- Support the **appointing of women to decision-making positions** and to continue support as women achieve power.

Business Development

- **Appoint more women to legislative bodies of influence**, especially to organizations and bodies that offer contracting opportunities.
- **Develop a central talent bank of names** with resumes of matching positions (at all levels). Advertise the existence of this bank to alert the government and the private and public sectors about women and girls who can serve on boards, as volunteers and as mentors.
- Women must be represented on all decision making bodies, including legislative boards and commissions, private and corporate foundation boards, business associations and corporate boards. **Every entity to develop a "formula for success" and a report card to insure that we all understand how many and by when.**

Leadership Development

- **Database of qualified women to recommend to leadership positions.** Develop a central talent bank of names with resumes for matching positions (at all levels).
- **Make sure women are represented on all decision making bodies, including legislative boards and commissions**, private and corporate foundation boards, business associations and corporate boards.
- **Support the appointed women to decision-making positions** and continue support as women achieve power.

In addition to the strong consensus from all who attend the Conference, the Commission is also legally mandated to compile a talent bank of resumes to be used by government officials. San Francisco Administrative Code Article 33.4 (d) states:

Develop and maintain a **Talent Bank of Women** which can be used in a variety of ways, including but not limited to assisting the Civil Service Commission in *recruiting qualified women to serve as members of qualifications appraisal boards*, and the Commission on the Status of Women in *nominating qualified women for appointment by the Mayor to vacancies on boards and commissions of the City and County*.

The Commission on the Status of Women is updating this to reflect a more direct relationship with appointing officials (rather than the Civil Service Commission since they are not responsible for commission appointments).

Another important impetus for creating this analysis came more recently when the Commission on the Status of Women and the Human Rights Commission joined together to hold a public hearing on the Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW). The hearing was held in October 1997. CEDAW, sometimes called the international Bill of Rights for Women, provides a universal definition of discrimination against women. Countries, which ratify CEDAW

are mandated to ensure equality for women at all levels of society----civil, political, economic, social and cultural. The San Francisco Commission on the Status of Women passed a resolution in support of CEDAW, as we did several other bodies.¹ Assemblyman Kevin Shelley introduced legislation at the state level, which passed both the State Senate and Assembly. Senator Dianne Feinstein, who serves on the Foreign Relations Committee and Senator Barbara Boxer, are both supportive of the international treaty. CEDAW states in Part II, Article 7:

States parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular shall ensure to women, on equal terms with men, the right:

- a. To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- b. **To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;**
- c. To participate in non-governmental organizations and associations concerned with the public and political life of the country.

The Commission has begun to collect resumes from many talented women. However, to effectively recruit and make appropriate recommendations, we need to analyze better the City's leadership composition and needs. In this regard, a system of assessment was developed that:

- 1) Identifies current leadership in the Mayor's Office, on Commissions and in department heads for the City and County of San Francisco.
- 2) Identifies leadership vacancies.
- 3) Reflects the gender and diversity of current leadership compositions.
- 4) Identifies Commissions lacking equitable gender representation.
- 5) Make recommendations to reflect City demographics.

These databases have been developed to assist: one for the Mayor's Office, one for Commissioners, and one for department heads. We sincerely hope that this information proves useful to those in decision-making positions and will be the backbone of our recruitment and recommendations

¹ The San Francisco Board of Education did the same. As did the Human Rights Commission, the Commission on Aging, the San Francisco Democratic Party, the Health Commission and the Commission on Building Inspectors.

NEEDS ASSESSMENT

In addition to the Commission's legal mandate to analyze appointive compositions, the Commission believes it is necessary to include women in policy-making decisions at all levels of government. These inclusions will both influence the way decisions are made and give women access to mentors and leaders within the City.

A further compelling reason why the Commission is committed to the representation of women at all levels of government was revealed at the 1997 Glass Ceiling public hearing. The data provided for the hearing stated that there were 474 (66.7%) males and 237 (33.3%) females in administrative positions in the City reflecting a clear imbalance. The deleteriousness of this gender inequality was reflected in the testimonies of many women including female engineer Kathryn How:

. . . I was only the second woman engineer the City ever hired. Since a major reorganization within the Department of Public Works over a year ago, I have been in an upper level management position as Assistant City Engineer for the Department of Public Works. I have not broken the glass ceiling, but I have put a hole in it. The glass ceiling cannot be broken until more women engineers are in management positions in numbers that reflect the increase of women in the engineering profession, and the talents and expertise that these women bring to the profession.

When I first started, my supervisor informed me that he was hiring me because he was instructed to hire a woman engineer. But he assured me that he was not going to hire another one. My supervisor directed me to clean the bathroom and the field office itself. None of the other engineering inspectors were required to perform such tasks.

Finally, when I thought that I had seen it all, a disgruntled male engineer who felt he was being ignored physically blocked the doorway to my office and threatened me by swearing obscenities and wielding a crowbar at me. Other engineers were on the same floor at the time, but no one would come forward to say anything. I was told that I would have to learn to live with this type of thing happening. After all, he pointed out, it was not as if this employee carried a gun.

I was not alone. I discovered that numerous other women were just as frustrated and angry as I was with the work environment, and the willingness of upper management to accept and condone discriminatory practices. Anger and frustration with upper management and their decision to ignore the pervasive problems brought the other four women and myself together to discuss needed action and solutions. At some point, we felt we were left with no choice but to retain an attorney. . .

This story occurs repeatedly in departments where the number of women does not reflect City demographics. Departments which lack female leadership or visibility, leave women entering the work force without departmental support to fight this type of deplorable behavior. For these reasons, the San Francisco City and County government has an obligation to create gender equality at all levels of government to cease the propagation of experiences like Ms. How's.

MAYORAL APPOINTMENTS

■ COMMISSIONERS

Based on the 1990 census data, there are 361,789 females in San Francisco County and 362,170 males,² which means that the population in San Francisco is 50% females and 50% males. In the ideal world these percentages would be reflected in the make-up of San Francisco Commissions.

Currently, San Francisco's Mayoral Commission appointments³ are 42% female and 58% male.⁴ These percentages reflect the gender ratio of approximately 303 appointments on 40 different San Francisco commissions. There are 124 female commissioners and 170 male commissioners.⁵ The female commission appointments include women appointees who are currently holding the position of Chair of several impressive governing bodies. To name a few, we have Commissioner Pat Norman, Chair - Police Commission, Commissioner Rosemarie Fernandez-Ruel, Chair - Fire Commission, Commissioner Bobbie Sue Hood, Chair - Building Inspection Commission and Karen Clopton, Chair - Civil Service Commission.

San Francisco's 1990 ethnic population percentages include 26.2% (190,021) Caucasian females, [6.6% (47,643) *Hispanic females*⁶], 15.1% (109,524) Asians and Pacific Islander females, 5.5% (39,946) African American females, .2% (1582) Native American females. Others in the "not specified" ethnic category represent 2.9% (20,716) of females.

² ABAG, 1990 US Census Data for San Francisco County.

³ These numbers reflect the composition as of December 31, 1997. This report includes the Housing Authority, which is not considered a Commission but is a San Francisco mayoral appointment board. For purposes of this report we highlight the numbers associated with female appointments. The list of commissions was compiled with the assistance of the Mayor's Office.

⁴ These numbers are based on a total of 294 filled commissioner positions.

⁵ These numbers change regularly and we were unable to confirm every commissioner individually. Therefore, there may be a small margin of error. As information becomes available we will correct all future reports.

⁶ ABAG, 1990 US Census Data includes Hispanics in each of the other categories. This figure represents the % of Hispanic females but can not be added to the total %'s since this would count Hispanics twice and add up to over 100%.

FEMALE COMMISSIONERS

<u>Number Commissioners⁷</u>	<u>% of Commissioners that are female</u>	<u>% of Female Population</u>	<u>Ethnicity</u>
54	18.4	26.2	CAUCASIAN
23	7.8	5.5	AFRICAN AMERICAN
20	6.8	15.1	ASIAN
8	2.7	6.6 ⁸	HISPANIC
1	.3	2.9	OTHER "NOT SPECIFIED"
0	0.0	0.2	NATIVE AMERICAN
18	6.1	0.0	NOT AVAILABLE ⁹

■ MAYORAL STAFF

The Mayor's Office consists of 22 executive positions. Of these executive positions, 15 are held by women, amounting to a leadership and decision making staff 68% strong in female representation. Several of the specific leadership roles held by Mayor Brown's staff includes his Chief of Staff, Director of Commerce and Trade, Director Public Finance, and the Director of the multimillion dollar Treasure Island project. These positions are notable because they are both held by women and because they deviate from the norm of traditional leadership roles in which women are often found.

■ DEPARTMENT HEADS

Based on the 1990 Census¹⁰, there are 186,406 females and 222,238 males for a total of 408,654 individuals in the San Francisco workforce. This reflects 45.6% female and 54.4% male San Francisco workforce. Again, in an ideal world these percentages would be reflected in the make-up of San Francisco's department heads. At the end of 1997 there were 58 City and County of San Francisco Departments (excluding the Mayor's Office¹¹); of these the Mayor of San Francisco appoints 52 department heads and 6 are elected by the public (which have been included in this report and analysis).

⁷ This is the percentage of female commissioners, in each ethnic group, of all the currently appointed commissioners, both male and female.

⁸ ABAG, 1990 US Census Data includes Hispanics in each of the other categories. This figure represents the % of Hispanic females but can not be added to the total %'s since this would count Hispanics twice and add up to over 100%.

⁹ This number reflects those commissioners whose ethnicity was not identified.

¹⁰ State of California State Census Data Center.

¹¹ The Mayor's Office staff is analyzed separately, see above.

There are currently 16 female department heads and 42 male department heads.¹²
This reflects 28% female and 72% male heads of departments.

The 1990 San Francisco Census¹³ information reflects 45.3% (188,882) females and 54.7% (228,265) males for a total of 417,147 individuals in the San Francisco labor force. Of this total, there are 25.8% (107,478) Caucasian females, 12.9% (53,982) Asians and Pacific Islander females, 5.5% (22,813) *Hispanic females*¹⁴, 3.9% (16,329) African American females, .2% (858) Native American females, and Other, not specified races, constitute 2.5% (10,235) females.

FEMALE DEPARTMENT HEADS

<u>Number of Dept. Heads</u> ¹⁵	<u>% of Current Labor Force</u>	<u>% of Female in Labor Force</u>	<u>Ethnicity</u>
8	13.8	25.8	CAUCASIAN
3	5.2	12.9	ASIAN
2	3.4	3.9	AFRICAN AMERICAN
2	3.2	3.5 ¹⁶	HISPANIC
0	0.0	2.5	OTHER "NOT SPECIFIED"
0	0.0	.2	NATIVE AMERICAN

The Mayor appoints **52** department heads and **6** are elected by the public. The data unveils a clear disparity; there are **16** (27%) female department heads and **43** (73%) male department heads in a labor force comprised of 46% women and 54% men.

Of the 16 female department heads, the average yearly salary is \$ **108,787.00**. The highest paid female department head is the City Attorney, which is an elected position. The lowest paid female department head is the Executive Director of the Ethics

¹² A number of these appointments are acting directors and have been included in this analysis as of June 30, 1998.

¹³ State of California State Census Data Center, 1990 Census of Population and Housing, Equal Employment Opportunity File.

¹⁴ ABAG, 1990 US Census Data includes Hispanics in each of the other categories. This figure represents the % of Hispanic females in the labor force but can not be added to the total %'s since this would count Hispanics twice and add up to over 100%.

¹⁵ This is the percentage of female department heads, in each ethnic group, of all the currently appointed department heads, both male and female.

¹⁶ ABAG, 1990 US Census Data includes Hispanics in each of the other categories. This figure represents the % of Hispanic females in the labor force but can not be added to the total %'s since this would count Hispanics twice and add up to over 100%.

Commission, which is an appointed position. Comparatively the highest paid male department head is the Director of Public Health, an appointed position. The lowest paid male department head is the Executive Director of the Arts Commission also an appointed position. The average amount an appointed female department head earns is **\$103,922** compared to the appointed male department heads salary of **\$124,762**. The differential being **\$20,840**. The average salary of the female elected department heads is **\$122,612** vs. the elected male salaries of **\$120,822**.

BOARD OF SUPERVISORS APPOINTMENTS

The Board of Supervisors appoints persons to boards and committees throughout the city and county of San Francisco. As of February 28, 1998 the Board of Supervisor, appointments¹⁷ are 54% female and 46% male¹⁸. There are approximately 252 seats available for appointments on 14 different advisory bodies. There are 108 female representatives, 94 male and 50 vacancies.

BOARD OF SUPERVISORS' APPOINTMENTS

Commission or Board	Number of seats available	Number/% of women on board
• Advisory Council to the Commission on Aging	11	7 (64%)
• Airport Noise Commission	18	5 (29%)
• Assessment Appeals Board	14	4 (29%)
• Ballot Simplification Committee	5	2 (40%)
• Child Care Planning and Advisory Council	27	20 (75%)
• Comprehensive Community Policing/ Public Safety Task Force	20	N/A
• Delinquency Prevention Commission	20	11 (55%)
• Lead Hazard Reduction Citizens Advisory Committee	18	N/A
• Maternal Child and Adolescent Health Board	23	14 (88%)
• Mental Health Board	17	12 (75%)
• National Service Blue Ribbon Commission	20	6 (33%)
• Park and Open Space Advisory Committees	24	11 (47%)
• SF Commission of Animal Control & Welfare	9	4 (45%)

¹⁷ This number represents the composition as of June 30, 1998.

¹⁸ These numbers changes regularly and we were unable to confirm every appointee individually. Therefore, there may be a small margin of error. As information becomes available we will correct all future reports.

• Sunshine Ordinance Taskforce	11	3 (30%)
• Youth Commission	15	9 (75%)

Additionally, the Board of Supervisors has jurisdiction over the appointment of the Clerk of the Board and the Director of Transit Authority, both of which are currently held by women¹⁹.

¹⁹ As of June 30, 1998

PARITY RECOMMENDATIONS

The Commission is pleased with the number of women appointed by both the Board of Supervisors and the Mayor's office to boards, commissions and committees in the City and County of San Francisco. The numbers reflect a nearly equal ratio of women to men, in these positions. However, upon further analysis of these numbers, it is apparent that women predominantly gain appointments to bodies that handle traditional female issues, such as child and elder care, juvenile correction and youth issues. Furthermore, our analysis reveals that the following Board of Supervisors' appointments are primarily women almost to the exclusion of men:

- Child Care Planning and Advisory Council
- Maternal and Child Health Board
- Advisory Council to the Commission on Aging

These bodies fall into the traditional categories in which women represent the majority of leadership. The Commission **does not discount the vital work done by these bodies or the important role women play by serving on these boards.** However, we do know that women are interested in, and need to serve in leadership roles beyond areas of tradition. In addition, the Commission continues to be concerned with those commissions and boards for which they do not fully integrate women into their decision making processes, namely the following commissions:

- Airport
- Airport Noise Commission
- Arts
- Asian Arts
- Assessment Appeals Board
- Building Inspection
- National Blue Ribbon
- Parking & Traffic
- Permit Appeals
- Public Utilities
- Recreation & Park
- Port
- Retirement²⁰
- War Memorial.

Overall, our findings reveal that the gender parity amongst the Mayor's office and Board of Supervisors' appointments continues to be encouraging, yet the gender composition of the department heads remains problematic. The ratio between the number of female department heads to the number of women in the population is glaringly disproportionate.

²⁰ The Board is primarily elected not appointed.

It should remain a goal of the City and County of San Francisco to support women in all leadership positions including heads of departments. All departments should reflect the census and labor market data as closely as possible, meaning at least 40% female representation. To remedy the current inequities within City leadership, the **Commission on the Status of Women** recommends the following:

- *Appointing more women to bodies that are traditionally held by men, particularly those which hold greater financial authority within the City and County government.*
- *Providing men with the opportunity to serve on bodies “traditionally” regarded as women’s issues.*
- *Consultation at the Rules Committee regarding proposed appointments to avoid future gender imbalances on leadership bodies and to avoid placing women solely on stereotypical ‘women issue’ type boards.*
- *Direct special attention toward the gender composition of the department heads to more closely reflect labor market population data.*

The Commission on the Status of Women will continue to create a databank of resumes to fill open or vacated positions. We will also continue to offer our **“How To Get That Appointment”** workshop on a periodic basis. Moreover, we are working closely with the National Women’s Political Caucus, League of Women Voters, NAWBO (National Association of Women Business Owners) and other interested organizations to ensure we recruit interested applicants. We urge both the Mayor’s Office and Board of Supervisors to make use of our services to amend the current disparities.

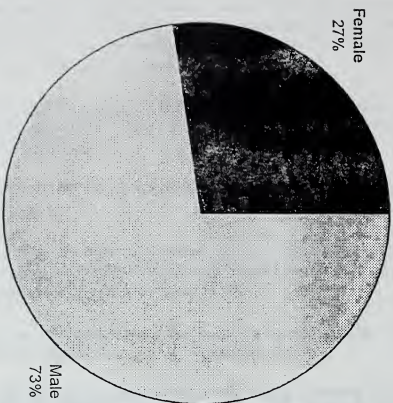
GRAPHS & CHARTS

Please note the following:

- *Demographic information is based on available information as of June 30, 1998*
- *The information in this section doesn't include the Board of Supervisor appointed committees.*
- *Open slots indicate vacancies at the time of the report compilation.*
- *Orientation information is not easily accessible and numbers are based on available information.*

City & County of San Francisco Department Heads &
City & County of San Francisco Labor Force
Gender Parity

1997 City & County of San Francisco
Department Heads



1990 City & County of San Francisco
Labor Force



Demographics By Commission As Of June'98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Airport Commission	Chinese	M	H
Airport Commission	Caucasian	M	H
Airport Commission	Caucasian	M	H
Airport Commission	African American	F	H
Airport Commission	Caucasian	M	H
Arts Commission	Native American	M	G
Arts Commission			*
Arts Commission			
Arts Commission			
Arts Commission	Caucasian	M	H
Arts Commission	Caucasian	M	H
Arts Commission	Japanese	F	H
Arts Commission	Caucasian	M	
Arts Commission	Caucasian	F	H
Arts Commission	Filipino	M	G
Arts Commission	Caucasian	F	H
Arts Commission	Caucasian	M	H
Arts Commission	African American	M	H
Arts Commission	Caucasian	M	G
Arts Commission	Caucasian	M	
Arts Commission			
Arts Commission	Filipino	M	H
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Chinese	M	H
Asian Art Commission	Caucasian	F	H
Asian Art Commission	Asian	M	H
Asian Art Commission	Caucasian	F	H
Asian Art Commission	Japanese	M	H

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Chinese	M	H
Asian Art Commission	Caucasian	F	H
Asian Art Commission	Chinese	F	H
Asian Art Commission	Japanese	M	H
Asian Art Commission	Chinese	F	H
Asian Art Commission	Japanese	M	H
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Chinese	F	H
Asian Art Commission	Chinese	M	H
Asian Art Commission		M	
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Caucasian	F	H
Asian Art Commission	Chineses	M	H
Asian Art Commission	Caucasian	F	H
Asian Art Commission			
Asian Art Commission	African American	F	H
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Caucasian	M	H
Asian Art Commission	Caucasian	F	H
Building Inspection Commission	Caucasian	F	H
Building Inspection Commission			
Building Inspection Commission			
Building Inspection Commission	Caucasian	M	H
Building Inspection Commission	Caucasian	M	H
Building Inspection Commission			
Building Inspection Commission	Latino	M	
Civil Service Commission	African American	F	H
Civil Service Commission	Latino	F	H

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Civil Service Commission	Chinese	F	H
Civil Service Commission	Caucasian	M	H
Civil Service Commission	Caucasian	M	H
Commission on Aging	Caucasian	F	H
Commission on Aging	Filipino	F	H
Commission on Aging	Chinese	F	H
Commission on Aging	Latino	M	H
Commission on Aging	African American	M	H
Commission on Aging	African American	M	H
Commission on Aging	Caucasian	F	L
Commission on the Environment	Caucasian	F	H
Commission on the Environment	Caucasian	F	H
Commission on the Environment	African American	F	H
Commission on the Environment	Japanese	M	H
Commission on the Environment	Caucasian	M	G
Commission on the Environment	Chinese	F	H
Commission on the Environment	Caucasian	F	H
Commission on the Status of Women	African American	F	H
Commission on the Status of Women	Caucasian	F	H
Commission on the Status of Women	African American	F	H
Commission on the Status of Women	Chinese	F	L
Commission on the Status of Women	Caucasian	M	H
Commission on the Status of Women	Latina	F	L
Commission on the Status of Women	Japanese	F	H
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		F	

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission	African American	F	L
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission	African American	F	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		F	
Delinquency Prevention Commission		M	
Delinquency Prevention Commission		M	
Elections, Citizens Adv. Comm.	Chinese	M	H
Elections, Citizens Adv. Comm.	African American	M	H
Elections, Citizens Adv. Comm.	Caucasian	M	H
Elections, Citizens Adv. Comm.	Caucasian	F	
Elections, Citizens Adv. Comm.	Caucasian	F	H
Elections, Citizens Adv. Comm.	Caucasian	F	H
Elections, Citizens Adv. Comm.			
Elections, Citizens Adv. Comm.	Caucasian	M	H
Elections, Citizens Adv. Comm.			
Ethics Commission			
Ethics Commission	African American	M	H
Ethics Commission			
Ethics Commission	Caucasian	F	H
Ethics Commission	African American	F	H
Film & Video Arts Commission	Caucasian	M	H
Film & Video Arts Commission			

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Film & Video Arts Commission	Latino	M	H
Film & Video Arts Commission	Chinese	M	G
Film & Video Arts Commission	Chinese	F	H
Film & Video Arts Commission	Caucasian	F	H
Film & Video Arts Commission	African American	F	H
Film & Video Arts Commission	Chinese	F	H
Film & Video Arts Commission		F	
Film & Video Arts Commission			
Film & Video Arts Commission	Caucasian	F	H
Film & Video Arts Commission			
Fire Commission	Caucasian	M	G
Fire Commission	Caucasian	F	H
Fire Commission	Japanese	M	H
Fire Commission	Latina	F	H
Fire Commission	Caucasian	M	H
GG Bridge District	Caucasian	M	H
Health Commission	Latino	M	H
Health Commission	African American	M	H
Health Commission	Caucasian	F	H
Health Commission	Caucasian	F	L
Health Commission	Native American	M	G
Health Commission	Caucasian	F	H
Health Commission	Chinese	M	H
Health Service System Board	Caucasian	M	H
Health Service System Board			
Health Service System Board			
Health Service System Board			
Health Service System Board			
Health Service System Board	Caucasian	M	H
Health Service System Board			

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Immigrant Rights Commission		M	
Immigrant Rights Commission			
Immigrant Rights Commission		F	
Juvenile Probation Commission	African American	M	H
Juvenile Probation Commission	Caucasian	M	H
Juvenile Probation Commission	Chinese	M	
Juvenile Probation Commission	African American	F	
Juvenile Probation Commission	Filipino	M	H
Juvenile Probation Commission	Caucasian	F	H
Juvenile Probation Commission	Latina	F	H
Landmarks Preservation Advisory Commission	Unknown	F	
Landmarks Preservation Advisory Commission	Chinese	F	
Landmarks Preservation Advisory Commission	Caucasian	M	H
Landmarks Preservation Advisory Commission	Caucasian	F	L
Landmarks Preservation Advisory Commission	Arab	F	H
Landmarks Preservation Advisory Commission	Caucasian	M	H
Landmarks Preservation Advisory Commission	Caucasian	M	H
Landmarks Preservation Advisory Commission	African American	F	H
Landmarks Preservation Advisory Commission	Caucasian	F	F
Library Commission	Filipino	M	H
Library Commission	Caucasian	F	H
Library Commission	African American	F	H
Library Commission	Caucasian	M	G
Library Commission	Chinese	F	H
Library Commission	Caucasian	F	H
Library Commission	Latino	M	H
Parking & Traffic Commission	African American	M	H
Parking & Traffic Commission	Caucasian	M	H
Parking & Traffic Commission	Korean	F	H
Parking & Traffic Commission	Italian	M	H

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Parking & Traffic Commission	Latino	M	G
Permit Appeals Commission	Caucasian	M	H
Permit Appeals Commission	Latino	M	B
Permit Appeals Commission	Caucasian	F	L
Permit Appeals Commission	Chinese	M	H
Permit Appeals Commission	Caucasian	M	H
Planning Commission	Caucasian	M	H
Planning Commission	Latino	M	
Planning Commission	Caucasian	M	H
Planning Commission	Chinese	F	H
Planning Commission	Caucasian	F	H
Planning Commission	African American	M	H
Planning Commission	Caucasian	F	H
Police Commission	Latino	M	
Police Commission	African American	F	L
Police Commission	Latino	M	H
Police Commission	Chinese	M	H
Police Commission	African American	F	H
Port Authority Commission	African American	F	
Port Authority Commission	Caucasian	M	H
Port Authority Commission	Caucasian	M	H
Port Authority Commission	Chinese	M	H
Port Authority Commission	Caucasian	F	H
Public Utilities Commission	Caucasian	M	H
Public Utilities Commission	African American	M	H
Public Utilities Commission	Filipino	M	H
Public Utilities Commission	Caucasian	M	H
Public Utilities Commission	Caucasian	F	H
Recreation and Park Commission	Caucasian	M	H
Recreation and Park Commission	Caucasian	M	

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Recreation and Park Commission	Chinese	M	H
Recreation and Park Commission	Caucasian	F	H
Recreation and Park Commission	Latino	M	H
Recreation and Park Commission	African American	F	H
Redevelopment Commission	Caucasian	M	G
Redevelopment Commission	Chinese	M	H
Redevelopment Commission	African American	F	H
Redevelopment Commission	East Indian	M	H
Redevelopment Commission	Latino	F	H
Redevelopment Commission	Latino	M	H
Redevelopment Commission	African American	M	H
Relocation and Appeals Board Commission	Caucasian	M	G
Relocation and Appeals Board Commission	Caucasian	F	H
Relocation and Appeals Board Commission	Vacant		
Relocation and Appeals Board Commission	Chinese	M	H
Relocation and Appeals Board Commission	African American	F	H
Rent Stabilization/Arbitration Board	Caucasian	F	H
Rent Stabilization/Arbitration Board	Caucasian	F	H
Rent Stabilization/Arbitration Board	Caucasian	F	H
Rent Stabilization/Arbitration Board	Caucasian	M	H
Rent Stabilization/Arbitration Board	African American	M	H
Rent Stabilization/Arbitration Board	Latina	M	H
Rent Stabilization/Arbitration Board	Caucasian	M	H
Rent Stabilization/Arbitration Board	Caucasian	M	
Rent Stabilization/Arbitration Board	Caucasian	F	H
Rent Stabilization/Arbitration Board	African American	M	H
Retirement Sytem Board Commission	Vacant		
Retirement Sytem Board Commission	Vacant		
Retirement Sytem Board Commission	Caucasian	M	H
Retirement Sytem Board Commission	Latino	M	H

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Retirement Sytem Board Commission	Caucasian	M	H
Retirement Sytem Board Commission	African American	F	L
Small Business Advisory Commission	Chinese	F	H
Small Business Advisory Commission	African American	F	H
Small Business Advisory Commission	Filipino	M	H
Small Business Advisory Commission	Latina	F	H
Small Business Advisory Commission	Caucasian	M	G
Small Business Advisory Commission	Caucasian	M	G
Small Business Advisory Commission	African American	M	H
Small Business Advisory Commission	Caucasian	F	H
Small Business Advisory Commission	Chinese	M	H
Small Business Advisory Commission	East Indian	M	H
Small Business Advisory Commission	Arab	M	H
Small Business Advisory Commission	Caucasian	M	H
Small Business Advisory Commission	Latino	M	G
Social Services Commission	Latina	F	
Social Services Commission	Caucasian	M	H
Social Services Commission	Caucasian	F	H
Social Services Commission	Japanese	M	H
Social Services Commission	African American	F	H
Southeast Community Facility Commission	Caucasian	M	H
Southeast Community Facility Commission	African American	F	H
Southeast Community Facility Commission	African American	F	H
Southeast Community Facility Commission	Filipino	M	H
Southeast Community Facility Commission	African American	M	H
Southeast Community Facility Commission	African American	F	H
Southeast Community Facility Commission	African American	M	H
Southeast Community Facility Commission	African American	F	H
Street Artists/Craftsmen	Caucasian	F	H
Street Artists/Craftsmen	Japanese	M	H

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Street Artists/Craftsmen	Caucasian	F	H
Street Artists/Craftsmen	Caucasian	F	H
Street Artists/Craftsmen	Caucasian	F	H
Telecommunications Commission	Caucasian	F	H
Telecommunications Commission	Latino	M	G
Telecommunications Commission	Japanese	F	H
Telecommunications Commission	African American	M	H
*Transportation Commission	Chinese	M	H
Transportation Commission	African American	M	H
Transportation Commission	Caucasian	F	H
Transportation Commission	Caucasian	M	H
War Memorial Board of Trustees Commission	African American	M	H
War Memorial Board of Trustees Commission	Caucasian	M	H
War Memorial Board of Trustees Commission		F	H
War Memorial Board of Trustees Commission	Caucasian	M	H
War Memorial Board of Trustees Commission	Caucasian	F	H
War Memorial Board of Trustees Commission		M	H
War Memorial Board of Trustees Commission	Caucasian	F	H
War Memorial Board of Trustees Commission	Caucasian	M	H
War Memorial Board of Trustees Commission	Caucasian	M	G
War Memorial Board of Trustees Commission	Caucasian	F	H
War Memorial Board of Trustees Commission	African American	M	H
Youth Commission	Korean	M	H
Youth Commission	Caucasian	F	L
Youth Commission	Chinese	M	H
Youth Commission	Filipina	F	H
Youth Commission	Caucasian	F	H
Youth Commission	Heterosexual	F	H
Youth Commission	African American	F	H
Youth Commission	Caucasian	M	H

**Please note that the transportation Commission consists of five Mayoral appointed seats not five, as noted here.*

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>	<i>O</i>
Youth Commission	Chinese	M	G
Youth Commission	Mixed	F	H
Youth Commission	Caucasian	M	G
Youth Commission	African American	F	
Youth Commission	Caucasian	F	H
Youth Commission	South East Asian	F	H
Youth Commission	African American	F	H
Youth Commission	Filipina	F	H
Youth Commission	Latina	F	H

African American Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Airport Commission	African American	F
Arts Commission	African American	M
Asian Art Commission	African American	F
Civil Service Commission	African American	F
Commission on Aging	African American	M
Commission on Aging	African American	M
Commission on the Environment	African American	F
Commission on the Status of Women	African American	F
Commission on the Status of Women	African American	F
Delinquency Prevention Commission	African American	F
Delinquency Prevention Commission	African American	F
Elections, Citizens Adv. Comm.	African American	M
Ethics Commission	African American	F
Ethics Commission	African American	M
Film & Video Arts Commission	African American	F
Health Commission	African American	M
Housing Authority	African American	M
Housing Authority	African American	M
Housing Authority	African American	F
Human Rights Commission	African American	M
Juvenile Probation Commission	African American	M
Juvenile Probation Commission	African American	F
Landmarks Preservation Advisory Commission	African American	F
Library Commission	African American	F
Parking & Traffic Commission	African American	M
Planning Commission	African American	M
Police Commission	African American	F
Police Commission	African American	F

African American Commissioners: 17%

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Port Authority Commission	African American	F
Public Utilities Commission	African American	M
Recreation and Park Commission	African American	F
Redevelopment Commission	African American	M
Redevelopment Commission	African American	F
Relocation and Appeals Board Commission	African American	F
Rent Stabilization/Arbitration Board	African American	M
Rent Stabilization/Arbitration Board	African American	M
Retirement Sytem Board Commission	African American	F
Small Business Advisory Commission	African American	F
Small Business Advisory Commission	African American	M
Social Services Commission	African American	F
Southeast Community Facility Commission	African American	F
Southeast Community Facility Commission	African American	F
Southeast Community Facility Commission	African American	M
Southeast Community Facility Commission	African American	F
Southeast Community Facility Commission	African American	M
Southeast Community Facility Commission	African American	F
Telecommunications Commission	African American	M
Transportation Commission	African American	M
War Memorial Board of Trustees Commission	African American	M
War Memorial Board of Trustees Commission	African American	M
Youth Commission	African American	F
Youth Commission	African American	F
Youth Commission	African American	F

Caucasian Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Airport Commission	Caucasian	M
Airport Commission	Caucasian	M
Airport Commission	Caucasian	M
Arts Commission	Caucasian	M
Arts Commission	Caucasian	F
Arts Commission	Caucasian	F
Arts Commission	Caucasian	M
Arts Commission	Caucasian	M
Arts Commission	Caucasian	M
Arts Commission	Caucasian	M
Arts Commission	Caucasian	M
Arts Commission	Caucasian	M
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	F
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	M
Asian Art Commission	Caucasian	M
Building Inspection Commission	Caucasian	F
Building Inspection Commission	Caucasian	M
Building Inspection Commission	Caucasian	M
Civil Service Commission	Caucasian	M

Caucasian Commissioners: 40%

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Civil Service Commission	Caucasian	M
Commission on Aging	Caucasian	F
Commission on Aging	Caucasian	F
Commission on the Environment	Caucasian	F
Commission on the Environment	Caucasian	F
Commission on the Environment	Caucasian	M
Commission on the Environment	Caucasian	F
Commission on the Status of Women	Caucasian	F
Commission on the Status of Women	Caucasian	M
Elections, Citizens Adv. Comm.	Caucasian	F
Elections, Citizens Adv. Comm.	Caucasian	F
Elections, Citizens Adv. Comm.	Caucasian	F
Elections, Citizens Adv. Comm.	Caucasian	M
Elections, Citizens Adv. Comm.	Caucasian	M
Ethics Commission	Caucasian	F
Film & Video Arts Commission	Caucasian	F
Film & Video Arts Commission	Caucasian	M
Film & Video Arts Commission	Caucasian	F
Fire Commission	Caucasian	M
Fire Commission	Caucasian	M
Fire Commission	Caucasian	F
GG Bridge District	Caucasian	M
Health Commission	Caucasian	F
Health Commission	Caucasian	F
Health Commission	Caucasian	F
Health Service System Board	Caucasian	M
Health Service System Board	Caucasian	M
Housing Authority	Caucasian	F
Human Rights Commission	Caucasian	M
Human Rights Commission	Caucasian	F

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Juvenile Probation Commission	Caucasian	F
Juvenile Probation Commission	Caucasian	M
Landmarks Preservation Advisory Commission	Caucasian	F
Landmarks Preservation Advisory Commission	Caucasian	F
Landmarks Preservation Advisory Commission	Caucasian	M
Landmarks Preservation Advisory Commission	Caucasian	M
Landmarks Preservation Advisory Commission	Caucasian	M
Library Commission	Caucasian	F
Library Commission	Caucasian	M
Library Commission	Caucasian	F
Parking & Traffic Commission	Caucasian	M
Permit Appeals Commission	Caucasian	M
Permit Appeals Commission	Caucasian	M
Permit Appeals Commission	Caucasian	F
Planning Commission	Caucasian	M
Planning Commission	Caucasian	M
Planning Commission	Caucasian	F
Planning Commission	Caucasian	F
Port Authority Commission	Caucasian	M
Port Authority Commission	Caucasian	M
Port Authority Commission	Caucasian	F
Public Utilities Commission	Caucasian	F
Public Utilities Commission	Caucasian	M
Public Utilities Commission	Caucasian	M
Recreation and Park Commission	Caucasian	M
Recreation and Park Commission	Caucasian	M
Recreation and Park Commission	Caucasian	F
Relocation and Appeals Board Commission	Caucasian	M
Relocation and Appeals Board Commission	Caucasian	F
Rent Stabilization/Arbitration Board	Caucasian	F

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Rent Stabilization/Arbitration Board	Caucasian	F
Rent Stabilization/Arbitration Board	Caucasian	M
Rent Stabilization/Arbitration Board	Caucasian	M
Rent Stabilization/Arbitration Board	Caucasian	M
Rent Stabilization/Arbitration Board	Caucasian	F
Rent Stabilization/Arbitration Board	Caucasian	F
Retirement Sytem Board Commission	Caucasian	M
Retirement Sytem Board Commission	Caucasian	M
Small Business Advisory Commission	Caucasian	M
Small Business Advisory Commission	Caucasian	F
Small Business Advisory Commission	Caucasian	M
Small Business Advisory Commission	Caucasian	M
Social Services Commission	Caucasian	F
Social Services Commission	Caucasian	M
Southeast Community Facility Commission	Caucasian	M
Street Artists/Craftsmen	Caucasian	F
Street Artists/Craftsmen	Caucasian	F
Street Artists/Craftsmen	Caucasian	F
Street Artists/Craftsmen	Caucasian	F
Telecommunications Commission	Caucasian	F
Transportation Commission	Caucasian	F
Transportation Commission	Caucasian	M
War Memorial Board of Trustees Commission	Caucasian	F
War Memorial Board of Trustees Commission	Caucasian	M
War Memorial Board of Trustees Commission	Caucasian	M
War Memorial Board of Trustees Commission	Caucasian	F
War Memorial Board of Trustees Commission	Caucasian	F
War Memorial Board of Trustees Commission	Caucasian	M
War Memorial Board of Trustees Commission	Caucasian	M
Youth Commission	Caucasian	F

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Youth Commission	Caucasian	M
Youth Commission	Caucasian	F
Youth Commission	Caucasian	F
Youth Commission	Caucasian	M

Chinese Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Airport Commission	Chinese	M
Asian Art Commission	Chinese	F
Asian Art Commission	Chinese	M
Asian Art Commission	Chinese	M
Asian Art Commission	Chinese	F
Asian Art Commission	Chinese	F
Asian Art Commission	Chinese	M
Civil Service Commission	Chinese	F
Commission on Aging	Chinese	F
Commission on the Environment	Chinese	F
Commission on the Status of Women	Chinese	F
Elections, Citizens Adv. Comm.	Chinese	M
Film & Video Arts Commission	Chinese	M
Film & Video Arts Commission	Chinese	F
Film & Video Arts Commission	Chinese	F
Health Commission	Chinese	M
Housing Authority	Chinese	M
Human Rights Commission	Chinese	M
Juvenile Probation Commission	Chinese	M
Landmarks Preservation Advisory Commission	Chinese	F
Library Commission	Chinese	F
Permit Appeals Commission	Chinese	M
Planning Commission	Chinese	F
Police Commission	Chinese	M
Port Authority Commission	Chinese	M
Recreation and Park Commission	Chinese	M
Redevelopment Commission	Chinese	M
Relocation and Appeals Board Commission	Chinese	M

Chinese Commissioners: 11%

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Small Business Advisory Commission	Chinese	M
Small Business Advisory Commission	Chinese	F
Transportation Commission	Chinese	M
Youth Commission	Chinese	M
Youth Commission	Chinese	M

Latino Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Building Inspection Commission	Latino	M
Civil Service Commission	Latina	F
Commission on Aging	Latino	M
Commission on the Status of Women	Latina	F
Film & Video Arts Commission	Latino	M
Fire Commission	Latina	F
Health Commission	Latino	M
Housing Authority	Latina	F
Human Rights Commission	Latino	M
Juvenile Probation Commission	Latina	F
Library Commission	Latino	M
Parking & Traffic Commission	Latino	M
Permit Appeals Commission	Latino	M
Planning Commission	Latino	M
Police Commission	Latino	M
Police Commission	Latino	M
Recreation and Park Commission	Latino	M
Redevelopment Commission	Latino	M
Redevelopment Commission	Latino	F
Rent Stabilization/Arbitration Board	Latino	M
Retirement Sytem Board Commission	Latino	M
Small Business Advisory Commission	Latino	M
Small Business Advisory Commission	Latina	F
Social Services Commission	Latina	F
Telecommunications Commission	Latino	M
Youth Commission	Latina	F

Latino Commissioners: 8%

Filipino Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Arts Commission	Filipino	M
Arts Commission	Filipino	M
Commission on Aging	Filipino	F
Human Rights Commission	Filipino	F
Human Rights Commission	Filipino	F
Juvenile Probation Commission	Filipino	M
Library Commission	Filipino	M
Public Utilities Commission	Filipino	M
Small Business Advisory Commission	Filipino	M
Southeast Community Facility Commission	Filipino	M

Japanese Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Arts Commission	Japanese	F
Asian Art Commission	Japanese	M
Asian Art Commission	Japanese	M
Asian Art Commission	Japanese	M
Commission on the Environment	Japanese	M
Commission on the Status of Women	Japanese	F
Fire Commission	Japanese	M
Social Services Commission	Japanese	M
Street Artists/Craftsmen	Japanese	M
Telecommunications Commission	Japanese	F

Korean Demographics As Of 6/98

<i>Organization Name</i>	<i>Ethnicity</i>	<i>G</i>
Human Rights Commission	Korean	F
Parking & Traffic Commission	Korean	F
Youth Commission	Korean	M

Korean Commissioners: 1%

Gay Male Demographics As Of 6/98

<i>Organization Name</i>	<i>O</i>
Arts Commission	G
Arts Commission	G
Arts Commission	G
Commission on the Environment	G
Film & Video Arts Commission	G
Fire Commission	G
Health Commission	G
Library Commission	G
Parking & Traffic Commission	G
Redevelopment Commission	G
Relocation and Appeals Board Commission	G
Small Business Advisory Commission	G
Small Business Advisory Commission	G
Small Business Advisory Commission	G
Telecommunications Commission	G
War Memorial Board of Trustees Commission	G
Youth Commission	G
Youth Commission	G

Gay Commissioners: 6%

Lesbian Representation As Of 6/98

<i>Organization Name</i>	<i>O</i>
Commission on Aging	L
Commission on the Status of Women	L
Commission on the Status of Women	L
Delinquency Prevention Commission	L
Health Commission	L
Human Rights Commission	L
Landmarks Preservation Advisory Commission	L
Permit Appeals Commission	L
Police Commission	L
Retirement Sytem Board Commission	L
Youth Commission	L

Female Representation As Of 6/98

<i>Organization Name</i>	<i>G</i>
Airport Commission	F
Arts Commission	F
Arts Commission	F
Arts Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Asian Art Commission	F
Building Inspection Commission	F
Civil Service Commission	F
Civil Service Commission	F
Civil Service Commission	F
Commission on Aging	F
Commission on Aging	F
Commission on Aging	F
Commission on Aging	F
Commission on the Environment	F
Commission on the Environment	F
Commission on the Environment	F
Commission on the Environment	F
Commission on the Environment	F
Commission on the Status of Women	F

Female Commissioners: 46%

<i>Organization Name</i>	<i>G</i>
Commission on the Status of Women	F
Commission on the Status of Women	F
Commission on the Status of Women	F
Commission on the Status of Women	F
Commission on the Status of Women	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Delinquency Prevention Commission	F
Elections, Citizens Adv. Comm.	F
Elections, Citizens Adv. Comm.	F
Elections, Citizens Adv. Comm.	F
Ethics Commission	F
Ethics Commission	F
Film & Video Arts Commission	F
Film & Video Arts Commission	F
Film & Video Arts Commission	F
Film & Video Arts Commission	F
Film & Video Arts Commission	F
Film & Video Arts Commission	F
Fire Commission	F
Fire Commission	F
Health Commission	F

<i>Organization Name</i>	<i>G</i>
Health Commission	F
Health Commission	F
Housing Authority	F
Housing Authority	F
Housing Authority	F
Human Rights Commission	F
Human Rights Commission	F
Human Rights Commission	F
Human Rights Commission	F
Human Rights Commission	F
Human Rights Commission	F
Immigrant Rights Commission	F
Immigrant Rights Commission	F
Immigrant Rights Commission	F
Juvenile Probation Commission	F
Juvenile Probation Commission	F
Juvenile Probation Commission	F
Landmarks Preservation Advisory Commission	F
Landmarks Preservation Advisory Commission	F
Landmarks Preservation Advisory Commission	F
Landmarks Preservation Advisory Commission	F
Landmarks Preservation Advisory Commission	F
Landmarks Preservation Advisory Commission	F
Library Commission	F
Library Commission	F
Library Commission	F
Library Commission	F
Parking & Traffic Commission	F
Permit Appeals Commission	F
Planning Commission	F

*Organization Name**G*

Planning Commission	F
Planning Commission	F
Police Commission	F
Police Commission	F
Port Authority Commission	F
Port Authority Commission	F
Public Utilities Commission	F
Recreation and Park Commission	F
Recreation and Park Commission	F
Redevelopment Commission	F
Redevelopment Commission	F
Relocation and Appeals Board Commission	F
Relocation and Appeals Board Commission	F
Rent Stabilization/Arbitration Board	F
Rent Stabilization/Arbitration Board	F
Rent Stabilization/Arbitration Board	F
Rent Stabilization/Arbitration Board	F
Retirement Sytem Board Commission	F
Small Business Advisory Commission	F
Small Business Advisory Commission	F
Small Business Advisory Commission	F
Small Business Advisory Commission	F
Social Services Commission	F
Social Services Commission	F
Social Services Commission	F
Southeast Community Facility Commission	F
Southeast Community Facility Commission	F
Southeast Community Facility Commission	F
Southeast Community Facility Commission	F
Street Artists/Craftsmen	F

[illegible]

Male Demographics As Of 6/98

<i>Organization Name</i>	<i>G</i>
Airport Commission	M
Airport Commission	M
Airport Commission	M
Airport Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Arts Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M
Asian Art Commission	M

Male Commissioners: 54%

<i>Organization Name</i>	<i>G</i>
Fire Commission	M
Fire Commission	M
Fire Commission	M
GG Bridge District	M
Health Commission	M
Health Commission	M
Health Commission	M
Health Commission	M
Health Service System Board	M
Health Service System Board	M
Housing Authority	M
Housing Authority	M
Housing Authority	M
Housing Authority	M
Human Rights Commission	M
Human Rights Commission	M
Human Rights Commission	M
Human Rights Commission	M
Immigrant Rights Commission	M
Immigrant Rights Commission	M
Immigrant Rights Commission	M
Immigrant Rights Commission	M
Immigrant Rights Commission	M
Juvenile Probation Commission	M
Juvenile Probation Commission	M
Juvenile Probation Commission	M
Juvenile Probation Commission	M
Landmarks Preservation Advisory Commission	M
Landmarks Preservation Advisory Commission	M
Landmarks Preservation Advisory Commission	M

*Organization Name**G*

Library Commission	M
Library Commission	M
Library Commission	M
Parking & Traffic Commission	M
Parking & Traffic Commission	M
Parking & Traffic Commission	M
Parking & Traffic Commission	M
Permit Appeals Commission	M
Permit Appeals Commission	M
Permit Appeals Commission	M
Permit Appeals Commission	M
Planning Commission	M
Planning Commission	M
Planning Commission	M
Planning Commission	M
Police Commission	M
Police Commission	M
Police Commission	M
Port Authority Commission	M
Port Authority Commission	M
Port Authority Commission	M
Public Utilities Commission	M
Public Utilities Commission	M
Public Utilities Commission	M
Public Utilities Commission	M
Recreation and Park Commission	M
Recreation and Park Commission	M
Recreation and Park Commission	M
Recreation and Park Commission	M
Redevelopment Commission	M

<i>Organization Name</i>	<i>G</i>
Redevelopment Commission	M
Redevelopment Commission	M
Redevelopment Commission	M
Redevelopment Commission	M
Relocation and Appeals Board Commission	M
Relocation and Appeals Board Commission	M
Rent Stabilization/Arbitration Board	M
Rent Stabilization/Arbitration Board	M
Rent Stabilization/Arbitration Board	M
Rent Stabilization/Arbitration Board	M
Rent Stabilization/Arbitration Board	M
Rent Stabilization/Arbitration Board	M
Retirement Sytem Board Commission	M
Retirement Sytem Board Commission	M
Retirement Sytem Board Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Small Business Advisory Commission	M
Social Services Commission	M
Social Services Commission	M
Southeast Community Facility Commission	M
Southeast Community Facility Commission	M
Southeast Community Facility Commission	M
Southeast Community Facility Commission	M

<i>Organization Name</i>	<i>G</i>
Street Artists/Craftsmen	M
Telecommunications Commission	M
Telecommunications Commission	M
Transportation Commission	M
Transportation Commission	M
Transportation Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
War Memorial Board of Trustees Commission	M
Youth Commission	M
Youth Commission	M
Youth Commission	M
Youth Commission	M
Youth Commission	M

Commission Vacancies As Of 6/98

Organization Name

Retirement Sytem Board Commission

Retirement Sytem Board Commission

Relocation and Appeals Board Commission

Immigrant Rights Commission

Immigrant Rights Commission

Immigrant Rights Commission

Immigrant Rights Commission

Immigrant Rights Commission

Health Service System Board

Health Service System Board

Health Service System Board

Health Service System Board

Health Service System Board

Ethics Commission

Ethics Commission

Elections, Citizens Adv. Comm.

Elections, Citizens Adv. Comm.

Building Inspection Commission

Building Inspection Commission

Building Inspection Commission

Asian Art Commission

Arts Commission

Arts Commission

Arts Commission

Arts Commission

